



## MEF Salary Survey for Executives and Non Executives 2022

The MEF Salary Survey For Executives And Non Executives provide a comprehensive and strategic overview of salaries, annual increments and bonuses. These annual publications are now in its twenty eighth edition. MEF Salary Survey For Executives was participated by 252 companies from manufacturing and non-manufacturing sectors, while 250 member companies participated in MEF Salary Survey For Non Executives 2022.

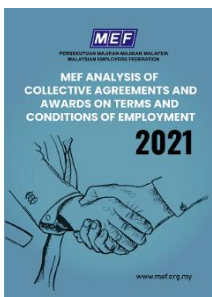
The Executives Report covered 157 benchmarked positions of 17,857 executives, while the Non Executives report covered 34,970 non executives with 105 benchmarked positions.



## MEF Fringe Benefits Survey 2022

The MEF Fringe Benefits Survey 2022 provides companies with a comprehensive guide on the various types of fringe benefits provided by employers which included leave, medical benefits, allowances, retirement benefits, retrenchment benefits and other benefits such as company sponsorship for employee's education, car parking and insurance. The right mix in compensation packages offered by companies is crucial in attracting and retaining the right talent.

In line with the new normal, the 2022 Report also analysed implementation of flexible work arrangements which included work from home, flexible working hours and staggered work by respondent companies. 200 member companies participated in the 2022 Fringe Benefits Survey.



## MEF Analysis of Collective Agreements and Awards on Terms and Conditions of Employment 2021

The 17<sup>th</sup> edition of MEF Analysis of Collective Agreements & Awards on Terms & Conditions of Employment 2021 contain data analysis from 153 collective agreements taken cognizance by the industrial Court on terms and conditions of employment in 2021. The first section of the Report analysed in-depth the articles in the CAs which included the terms of employment, leaves entitlement, salary adjustment, annual increment, bonus, salary structure, allowances and benefits and salary data by Union, Industry and Location. The second part of the report focused on the 11 Industrial Court awards on terms and conditions of employment handed down in 2021. There were 6 decided by court awards and 5 were consent awards.

This Report serves as a reliable and insightful reference for human resource practitioners in designing the compensation and benefits for unionised employees as well as for non-unionised employees.

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